

U-Sinaanta Fursaduhu Waa Xeer

Waa ku sharci-darro hay'adan ah qaatahe gargaarka dhaqaale ee dawlada Federalka inay sameeyo takooris ku salaysan waxyaabahan soo socda:

- Lagu sameeyo qof degan Maraykanka takooris ku salaysan jinsi, midab, diin, lab iyo dhedig, asal wadan, cimri, naafo, fikrad ama ta-tirsanaan koox siyaasadeed; iyo
- In takooris lagu sameeyo qof qaata mid ka mid ah barnaamijyada dhaqaale-ahaan lagu gargaaro Qaybta I ee Xeerka Maalgalinta Shaqaalahaa ee 1998 (Title I of the Workforce Investment Act of 1998 (WIA)), taasoo ku salaysan qofka ama qaataha muwaadinnimadiisa/xaaladiisa ah soo-guure si sharci ah loo qaabilay loona ogalaaday inu ku shaqeeyo Maraykanka, ama ka-qaybgalkiisa mid ka mid ah barnaamijyada ama hawlaha dhaqaale-ahaan lagu gargaaro Qaybta I ee Xeerka WIA.

Hay'ada qaataha ahi waa inaanay takooris ka samayn mid ka mid ah meelahan soo socda:

- Inu go'aan ka gaadho qofka loo ogalaan doono, ama heli kara, mid ka mid ah barnaamijyada ama hawlaha dhaqaale-ahaan lagu gargaaro Qaybta I ee Xeerka WIA;
- Siinta fursado, sida loo dhaqmo qof, markay noqoto mid ka mid ah barnaamijyada ama hawlaha; ama
- Gaadhista go'aano shaqo la xidhiidha maamulka, ama lug ku leh, barnaamij ama hawl noocasoo kale ah.

Waxa la Sameeyo Haddii Ad Aaminsan Tahay in Lagugu Sameeyay Takooris

Haddii ad u malaynaysid in lagugu sameeyay takooris u kugu sameeyay barnaamij ama Hay'ad ka mid ah barnaamijyada ama Hawlaha dhaqaale-ahaan lagu gargaaro Qaybta I ee Xeerka WIA, waa inad samaysatid cabasho 180 cisho gudahood laga bilaabo taariikhda u dhacay sharci-jebinta la sheegayo adigoo labadan mid la soo socodsiiinaya: Sarkaalka Sinaanta Fursadaha ee Qaataha (The recipient's Equal Opportunity Officer) – Michaela Loisel, (207) 287-2876 (codka) (800) 794-1110 (Maql-laawe); ama Maamulaha, Xarunta Xuquuqda Shacbiga, Wasaarada Shaqada ee Maraynkanka ‘The Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210.’

Haddii ad cabasho gaadhsiisay hay'ada qaataha ah, waa inad sugtaa ilaa qaatuuhu soo saarayo Ogeysiiska Talaabada Ugu Dambeysa oo qoran (Notice of Final Action), ama sug 90 cisho inay ku dhaafsto (hadba ka soo horeeya), ka hor intaanad cabasho ku soo hagaajin Xarunta Xuquuqda Shacbiga (adreeska ka eeg kor).

Haddii qaatuuhu aanuu ku siin Ogeysiiska Talaabada Ugu Dambeysa oo qoran 90 cisho gudahood laga bilaabo maalinta ad cabashada **dhigtay**, looma baahna inad sugtid in qaatuuhu soo saaro Ogeysiis ka hor intaanad cabasho dhigin Xarunta Xuquuqda Shacbiga. Laakiin, waa inad cabashadaada ku dhigtaa Xarunta Xuquuqda Shacbiga (CRC) 30 cisho gudahood oo ka tirsan 90-ka cisho ee wakhtiga la ogol

yahay (si kale haddii loo sheego, waa gudaha 120 cisho ka dib maalintii ad cabashadaada **dhigtay** xafiiska qaataha.)

Haddii qaatuhu u ku siiyay Ogeysiiska Talaabada Ugu Dambeysa oo qoran oo laga qaaday cabashadaada, se aanad ku ganacsanayn go'aanka ama talaabada, waa inad cabasho dhigtaa Xarunta Xuquuqda Shacbiga (CRC) 30 cisho gudahood laga bilaabo maalinta ad heshay Ogeysiiska Talaabada Ugu Dambeysa.

(3/2000)